

Catch-up Deferrals

Catch-up Maximums

If you did not defer the maximum deferral amount in the years beginning with 1986 and were eligible to participate, you may “catch-up” unused eligible amounts for one to three years if you are within three years of normal retirement age and are eligible for an unreduced pension.

The following limits apply:

<i>Year</i>	<i>Catch-up Maximum</i>
2008	\$31,000

Normal Retirement Age

Normal retirement age is age 60 with at least 10 years of service credit or any age you may retire and receive immediate unreduced benefits under your pension plan (i.e., 25 or 30 years). This age may be earlier than 60 but not later than 70 ½. You may make catch-up deferrals during the three calendar years prior to the year of retirement or the three years prior to the year you become eligible to retire.

Catch-up Rules

The following rules apply to the catch-up provision:

- ◆ The catch-up provision cannot be used more than once, whether or not you utilize the maximum catch-up deferrals in all three of the catch-up years.
- ◆ The designated catch-up period cannot be changed once you begin catch-up deferrals.
- ◆ You do not have to retire on the date indicated; however, the catch-up period based on the date cannot be changed.
- ◆ You may **not** catch-up during the calendar year in which you actually retire.
- ◆ Catch-up deferrals must be payroll deducted.

RSA-1 must approve the [CATCH-UP PROVISION ELECTION AND WORKSHEET](#) **before** catch-up deferrals can be made. This form is available on our Web site, or by request from RSA-1.